

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNITS 1, 3, 4, 11, 14, 15, 17, 20, AND 21  
2005-2008 MEMORANDUM OF UNDERSTANDING**

**Exclusive Employee Representative  
Service International Employees Union (SEIU), Local 1000**

**Number of Employees:** Approximately 90,347 full-time equivalents

**I. Compensation**

***One-Time Bonus***

- Upon ratification, all employees in Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 will receive a one-time bonus of \$1,000.

***Cost-of-Living Adjustments***

- Effective July 1, 2006, all employees<sup>1</sup> in Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 will receive a 3.5% General Salary Increase
- Effective July 1, 2007, all employees<sup>2</sup> in Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 will receive a COLA of 2-4 % (actual amount to be based on the Consumer Price Index for the 12-month period from April 2006 through March 2007).

***Equity Adjustments***

- Effective July 1, 2006, employees in classifications at the State Special Schools in Riverside will receive a recruitment and retention differential of \$200 per month. (*Attachment A*)
- Effective January 1, 2007, the top salary for Auditor classifications will be raised 5%. (*Attachment B*)
- Effective January 1, 2007, the top salary for Information Technology classifications will be raised 5%. (*Attachment C*)
- Effective January 1, 2007, the top salary for Respiratory Care classifications will be raised 10%. (*Attachment D*)
- Effective January 1, 2007, the top salary for Licensed Vocational Nurse and Clinical Lab classifications will be raised 5%. (*Attachment D*)
- Effective January 1, 2007, the top salary for all classifications in Unit 17 (Registered Nurses) will be raised 7.5%.
- Effective January 1, 2008, the top salary for Dental classifications will be raised 5%. (*Attachment E*)
- Effective January 1, 2008, the top salary for all Unit 3 classifications<sup>3</sup> will be raised 5%.

---

<sup>1</sup> Excluding classifications in CDCR Juvenile programs that are included in the [Farrell settlement](#).

<sup>2</sup> Excluding classifications in CDCR Juvenile programs that are included in the [Farrell settlement](#).

<sup>3</sup> Excluding classifications in CDCR Juvenile programs that are included in the [Farrell settlement](#).

## **II. Retirement**

### ***Benefit Calculation***

- For employees hired on or after January 1, 2007, retirement benefits will be based on the highest consecutive-three-year average salary.

## **III. Health Benefits**

### ***Employer Contribution***

- Employees in Bargaining Units 1, 4, 11, 14, 15, 17, 20, and 21 will continue to receive health benefits under the State's "80-80" formula. Under this formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage.
- For Bargaining Unit 3, effective July 1, 2006, the State's monthly contribution to employee health premiums will be set at a dollar amount that equals the 80/80 formula: \$302 for 1-party, \$606 for 2-party, and \$788 for family coverage. When premiums increase January 1, 2007, and January 1, 2008, the State will raise its contribution so the dollar amount continues to equal the 80/80 formula.

### ***Dependent Coverage***

- Employees hired on or after January 1, 2007, will become eligible for the full employer contribution for dependent health coverage after completing their first two years of State employment. The State will contribute half the normal amount for dependents during the first year and 75 percent during the second year.

## **IV. Other**

### ***State Disability Insurance (SDI)***

- Effective April 1, 2006, employees in all nine bargaining units represented by SEIU Local 1000 are covered by SDI in lieu of Non-Industrial Disability Insurance or Enhanced Non-Industrial Disability Insurance.
- The State will continue to pay the employer contribution for employee health premiums (and any applicable dependent coverage) for the length of an employee's disability, up to a maximum of 26 weeks.
- The parties agree to meet within 90 days following ratification to explore alternatives to supplement SDI benefit with accrued leave.

### ***Mileage Reimbursement***

- Employees authorized to use a privately owned vehicle on State business will be entitled to claim mileage reimbursement at the federal standard mileage rate. The federal standard mileage rate is currently 44.5 cents per mile.

***Safety Footwear – Bargaining Unit 11 (Engineering and Scientific Technicians)***

- Employees in Unit 11 classifications in the Department of Transportation and the Department of Water Resources assigned to work in the field will be reimbursed the actual cost of safety footwear, not to exceed \$100 every 18 months.

***Uniform Replacement Allowance – Bargaining Unit 15 (Allied Services)***

- The State will pay Unit 15 employees a \$450 uniform replacement allowance, rather than require employees to submit receipts for reimbursement of these expenses.

**V. Duration**

- July 1, 2005, through June 30, 2008; the provisions of this agreement are effective July 1, 2006.

## **Attachment A**

Effective July 1, 2006, employees at the State Special Schools in Riverside in the listed classifications shall receive a recruitment and retention differential of \$200 per month. This differential shall be paid for the 10-month school year only. It shall be considered compensation for retirement purposes.

<b>Title</b>	<b>Class Code</b>
Teaching Assistant, School for the Blind	8244
Teaching Assistant, School for the Deaf	8246
Night Aide, School for the Blind	9712
Night Aide, School for the Deaf	9663
Counselor, School for the Blind	9713
Counselor, School for the Deaf	9664
Transportation Coordinator, Special Schools	9671
Support Bus Driver	8291
Support Services Assistant (Interpreter)	9820

Counselors, Orientation Center for the Blind (Albany) shall also receive this differential. This differential shall be considered compensation for retirement purposes.

The differential shall be paid pro-rata for less-than-full-time employees.

## **Attachment B**

Effective January 1, 2007, the maximum salary for the following Auditor classifications shall be raised 5% (by adding a step to the current pay ranges). To advance to the higher rate, an employee must be at the old maximum rate for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

4101	FINANCIAL INSTITUTIONS EXAMINER
4102	SENIOR FINANCIAL INSTITUTIONS EXAMINER
4133	STATE FINANCIAL EXAMINER III
4136	STATE FINANCIAL EXAMINER II
4410	SENIOR INSURANCE EXAMINER (SPECIALIST)
4412	ASSOCIATE INSURANCE EXAMINER
4420	INSURANCE EXAMINER
4443	CORPORATION EXAMINER
4452	CORPORATION EXAMINER IV (SPECIALIST)
4488	INHERITANCE AND GIFT TAX EXAMINER III
4499	PUBLIC UTILITY FINANCIAL EXAMINER IV
4502	PUBLIC UTILITY FINANCIAL EXAMINER III
4508	PUBLIC UTILITY FINANCIAL EXAMINER II
4134	MINERAL AND LAND AUDITOR SPECIALIST II
4135	MINERAL AND LAND AUDITOR SPECIALIST III
4137	MINERAL AND LAND AUDITOR SPECIALIST IV (SPECIALIST)
4144	GOVERNMENTAL AUDITOR III
4146	GOVERNMENTAL AUDITOR II
4155	STAFF MANAGEMENT AUDITOR (SPECIALIST), SCO
4159	ASSOCIATE MANAGEMENT AUDITOR
4175	AUDITOR I
4203	INVESTIGATIVE AUDITOR II, DEPT OF JUSTICE

4215	INVESTIGATIVE AUDITOR III, DEPARTMENT OF JUSTICE
4224	INVESTIGATIVE AUDITOR IV (SPECIALIST), DEPARTMENT OF JUSTICE
4249	HEALTH PROGRAM AUDITOR IV, DHS
4252	HEALTH PROGRAM AUDITOR III, DHS
4254	HEALTH PROGRAM AUDITOR II, DHS
4267	TAX AUDITOR, BOARD OF EQUALIZATION
4281	ASSOCIATE TAX AUDITOR, BOARD OF EQUALIZATION
4282	STAFF TAX AUDITOR, BOARD OF EQUALIZATION
4285	GENERAL AUDITOR III
4287	GENERAL AUDITOR II
4286	INVESTIGATIVE AUDITOR ALCOHOLIC BEVERAGE CONTROL
4339	TAX AUDITOR III, EMPLOYMENT DEVELOPMENT DEPARTMENT
4340	TAX AUDITOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT
4341	TAX AUDITOR IV, EMPLOYMENT DEVELOPMENT DEPARTMENT
4361	ASSOCIATE TAX AUDITOR, FRANCHISE TAX BOARD
4362	TAX AUDITOR, FRANCHISE TAX BOARD
5024	SENIOR PROPERTY AUDITOR-APPRAISER
5441	ASSISTANT PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)
5448	ASSOCIATE PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)
5453	SENIOR SPECIALIST PROPERTY AUDITOR APPRAISER (BOE)
5841	STAFF SERVICES MANAGEMENT AUDITOR

9070	INVESTIGATIVE AUDITOR II, DEPARTMENT OF FOOD AND AGRICULTURE
9071	INVESTIGATIVE AUDITOR III, DEPARTMENT OF FOOD AND AGRICULTURE
9323	WORKERS' COMPENSATION PAYROLL AUDITOR
9324	SENIOR WORKERS' COMPENSATION PAYROLL AUDITOR
4057	PROGRAM EVALUATOR, CALPERS
4059	ASSOCIATE PROGRAM EVALUATOR, CALPERS
4061	STAFF PROGRAM EVALUATOR, CALPERS
4084	PROGRAM EVALUATOR SPECIALIST (INFORMATION SYSTEMS)
4085	STAFF PROGRAM EVALUATOR SPECIALIST (INFO SYSTEMS), CALPERS
4141	TOTALISATOR SYSTEMS EXAMINER
4378	BUSINESS TAXES SPECIALIST III, BOARD OF EQUALIZATION
4379	BUSINESS TAXES SPECIALIST II, BOARD OF EQUALIZATION
4380	BUSINESS TAXES SPECIALIST I, BOARD OF EQUALIZATION
4364	PROGRAM SPECIALIST I, FRANCHISE TAX BOARD
4365	PROGRAM SPECIALIST II, FRANCHISE TAX BOARD
4366	PROGRAM SPECIALIST III, FRANCHISE TAX BOARD

## **Attachment C**

Effective January 1, 2007, the maximum salary for the following Information Technology classifications shall be raised 5% (by adding a step to the current pay ranges). To advance to the higher rate, an employee must be at the old maximum rate for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

1360	Information Systems Technician
1557	Information Systems Technician II
1353	Computer Operator
1396	Programmer Apprentice
1560	Computer Operations Specialist I
1561	Computer Operations Specialist II
1562	Information Systems Technician I
1361	Staff EDP Acquisition Specialist
1368	Senior EDP Acquisition Specialist (Technical)
1382	Programmer I
1383	Programmer II
1479	Assistant Information Analyst
1579	Associate Programmer Analyst (Specialist)
1470	Associate Information Systems Analyst (Specialist)
1585	Associate Systems Software Specialist (Technical)
1581	Staff Programmer Analyst (Specialist)
1312	Staff Information Systems Analyst (Specialist)
1587	Systems Software Specialist I (Technical)
1583	Senior Programmer Analyst (Specialist)
1337	Senior Information Systems Analyst (Specialist)
1373	Systems Software Specialist II (Technical)
1367	Systems Software Specialist III (Technical)
2949	Instructional Systems Engineer, Commission on Peace Officer Stds.
2950	Sr. Instructional Systems Engineer, Comm. on Peace Officer Stds.
5135	Telecommunications Systems Manager I (Specialist)
5170	Telecommunications Systems Analyst I
5171	Telecommunications Systems Analyst II
7737	Associate Program Systems Analyst
7738	Staff Program Systems Analyst (Specialist)
7740	Senior Program Systems Analyst (Specialist)



## Attachment D

Effective January 1, 2007 the maximum salary for the following Respiratory Care classifications shall be raised 10% (by adding two additional steps to the existing pay ranges). To advance to the next step, employees must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687.)

8276	Respiratory Care Practitioner
8300	Respiratory Care Practitioner, DMH and DDS
9316	Respiratory Care Practitioner, Correctional Facility

Effective January 1, 2007, the maximum salary for the following Licensed Vocational Nurse and Clinical Laboratory classifications shall be raised 5% (by adding one additional step to the existing pay ranges). To advance to the next step, employees must be at their current step for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

8249	Licensed Vocational Nurse
8274	Licensed Vocational Nurse (Safety)
8286	Licensed Vocational Nurse, DMH and DDS
7925	Senior Clinical Laboratory Technologist
7926	Senior Clinical Laboratory Technologist (Safety)
7928	Clinical Laboratory Technologist
9293	Clinical Laboratory Technologist, Correctional Facility
9301	Clinical Laboratory Technologist (Safety)
9348	Senior Clinical Laboratory Technologist, Correctional Facility

## **Attachment E**

Effective January 1, 2008, the maximum salary for the following Dental classification shall be raised 5% (by adding a step to the current pay ranges). To advance to the higher rate, an employee must be at the old maximum rate for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

7911	Dental Assistant
7914	Dental Assistant (Safety)
9296	Dental Assistant, Correctional Facility
7656	Dental Assistant, Departments of Mental Health and Developmental Services
8128	Dental Hygienist
8131	Dental Hygienist (Safety)
8432	Dental Hygienist Auditor
8387	Dental Hygienist Consultant
9298	Dental Hygienist, Correctional Facility